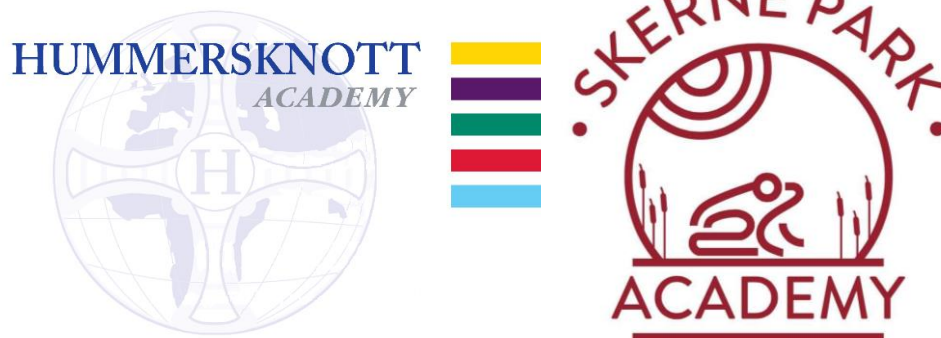


Hummersknott Academy Trust



29 - Health and Safety Policy

Review Date: May 2024

Adopted/V1	V2	V3	V4	V5	V6		
Jan 2013	July 2014	July 2016	June 18	June 2020	June 2022		

Hummersknott Academy Trust incorporates Hummersknott Academy and Skerne Park Academy and unless otherwise stated this policy and procedures applies to all Academies equally.

PURPOSE

The purpose of this policy is to indicate the Trust's commitment to achieving a safe working environment for all staff, pupils, students, visitors and users of our sites and activities.

SCOPE

1. The Board of Directors recognises and accepts their respective responsibilities under the Health and Safety at Work etc. Act 1974, and all supporting Regulations in order to provide a safe and healthy workplace for all its employees, pupils, students and visitors to the Trust's premises.
2. The Board of Directors will individually and collectively, take all steps within their power, where reasonably practicable, to meet their responsibilities, paying particular attention to the provision and maintenance of:
 - (a) plant, equipment and safe systems of work
 - (b) safe arrangements for the use, handling, storage and transport of articles and substances
 - (c) sufficient information, instruction and supervision to enable all employees to avoid hazards and contribute positively to their own health and safety at work
 - (d) appropriate training for staff and that staff have every opportunity to access this
 - (e) a safe place of work
 - (f) ensuring every individual takes personal responsibility for their own and their colleagues' health and safety, being aware of potential hazards and acting to ensure they are eliminated, managed or avoided
 - (g) policies and procedures that explain what should and should not be done are available and kept up to date for each site in the multi academy trust
 - (h) a healthy working environment and provision of adequate welfare facilities
3. Although it is the legal duty of the Board of Directors to ensure the health, safety and welfare of all persons, all employees acting in a managerial capacity are responsible for ensuring that all persons under their charge comply with the Hummersknott Academy Trust's Health and Safety objectives, at all times.
4. A Chartered Health and Safety Practitioner, provides competent technical advice on health and safety matters where necessary to assist such employees in their task and to provide legal and best practice advice when required.
5. The Board of Directors will ensure that adequate resources are made available to achieve our primary aim of staff and student safety.
6. The Board of Directors expects all staff to risk assess the impact of their activities in relation to themselves and third parties. Staff are expected to inform their appropriate line manager of any safety concerns and if appropriate, these concerns must be passed on to the Board of Directors for action if necessary.

Construction Design Management (CDM)

Construction work carried out on Trust premises will fall under the requirements of the Construction Design Management Regulations 2015. This puts a legal duty on the Academy in our role as 'The Academy'. The full CDM procedure is available on the website.

This policy links with values 4 – Taking responsibility and 7 – Healthy lives of Hummersknott Academy Trust's Vision and Values.

RESPONSIBILITY

This policy will be reviewed and updated where necessary by the Health and Safety Co-ordinator at Hummersknott Academy and approved for adoption by the Health and Safety Committee.

PUBLICISING THE POLICY

A copy of this policy and related procedures will be available on each Academy's website and the X Drive/intranet where applicable. Staff will be advised of amendments to this policy via the Staff Bulletin/Briefing and are expected to familiarise themselves with the content.

POLICY STATUS

This is a statutory policy.